



NASA Procedural Requirements

COMPLIANCE IS MANDATORY

NPR 3430.1B

Effective Date: March 22,

2005

Expiration Date: March 22,

2010

[Printable Format \(PDF\)](#)

Subject: NASA Employee Performance Communication System (EPCS)

Responsible Office: Office of Human Capital Management

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Preface

P.1 Purpose

The Employee Performance Communication System (EPCS) is NASA's performance management system for all employees other than Senior Executive Service (SES), Senior Scientific and Technical (ST), and Senior Level (SL) employees. The EPCS establishes a systematic process for planning, monitoring, developing, assessing, and rewarding employee performance that contributes to the achievement of the Agency's Vision, mission, and goals in accordance with applicable laws and regulations. The EPCS creates a strategically linked set of performance expectations for all employees, promotes a performance culture that focuses on two-way communication and accountability for results, and clearly differentiates between high and low performers.

P.2 Applicability

This NPR is applicable to NASA Headquarters and NASA Centers, including Component Facilities. The Office of Inspector General has statutory independence and may create a separate performance management system that more effectively meets its mission requirements.

P.3 Authority

NPD 3000.1, Management of Human Resources.

P.4 References

- a. NPD 1000.1, NASA Strategic Plan.
- b. NPD 1382.17, NASA Privacy Policy.
- c. NPD 1440.6, NASA Records Management.
- d. NPR 3335.1, Internal Placement of NASA Employees.
- e. NPR 3351.1, Reduction in Force for NASA Employees.
- f. NPR 3432.1, Performance Based Reduction in Grade or Removal Actions.
- g. NPR 3451.1, NASA Awards and Recognition Program.
- h. NPR 3530.1, Pay Policy and Allowances.
- i. NPR 3713.1, Procedures for Providing Reasonable Accommodation for Individuals with Disabilities.
- j. NPR 3771.1, Grievance System.
- k. Office of Personnel Management's (OPM) Governmentwide System of Records, OPM/GOVT-2 (Federal Register, April 27, 2000, Volume 65, Number 82, pages 24731-24753).
- l. Title 5, Code of Federal Regulations (CFR), Parts 293, 297, 351, 430, and 531.
- Part 293, Subpart D, Employee Performance File System Records.

- Part 297, Privacy Procedures for Personnel Records.
- Part 351, Reduction in Force.
- Part 430, Subparts A, Performance Management, and B, Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees.
- Part 531, Pay Under the General Schedule.

P.5 Cancellation

NPR 3430.1A, dated May 7, 1999.

/S/

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